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ABSTRACT

A survey was sent to 58 chief academic officers to gain information about compensation for instructional overloads and summer employment at public and private Texas colleges and universities. Responses were received from 42 institutions. Only two indicated that their institutions did not have a uniform policy guiding summer compensation amounts. The senior-level institutions favored compensating summer instructional duties by using a formula based on a percentage of the faculty member's 9-month salary, with the percentage for the 9 senior public institutions varying from 8.3% per 3-hour course to 11.1%. Policies at the 13 private senior-level institutions were less homogeneous, and the compensation was more likely to be a specified amount regardless of the 9-month salary. The junior and community colleges compensated through stipends. These institutions generally based compensation on course size and/or course level. Six of the responding institutions anticipated a change in the method of compensating faculty for summer courses. A similar study was done on compensation for instructional overload. The study found that course stipends are the predominant instructional overload compensation method employed in Texas. As in the first study, six institutions anticipated future changes occurring in this area. (SLD)

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# Compensation for Overloads and Summer Employment: A Survey of Current Practice in Texas

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*James C. Hardy*, Texas A&M University - Commerce

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When examining faculty compensation benchmarks, Texas college and university administrators have several useful sources upon which to obtain comparative salary data.

Organizations routinely providing comparative salary information include the following:

- Texas Higher Education Coordinating Board (THECB)

Report Titles: 1) Public Universities Average Budget[illegible]lty Salary by Rank FY 2000 (Fall 1999 doubled)
www.thecb.state.tx.us/divisions/finance/faculty/srcolfy00.htm
2) Prep On-line
www.thecb.state.tx.us/netvisual/menu.htm
3) Public Two-Year Institutions Average Faculty Salaries For Full-Time Faculty FY 1998 (Nine Months)
www.thecb.state.tx.us/divisions/finance/faculty/jrcolfy98.htm

- American Association of University Professors (AAUP)

Report Titles: Annual Report on the Economic Status of the Profession.
Published annually in the March-April issue of *Academe*.
Summary data from the AAUP published annually in *The Chronicle of Higher Education* (usually April).

- National Center for Educational Statistics (NCES)

Report Titles: IPEDS Faculty Salaries
nces.ed.gov/Ipeds/facultysalaries.html (as of Feb 8, 2001, 1997-98 is latest available on this site

- John Minter Associates

Report Title: Faculty Salary Data 1999-2000 (Fee Required)
www.jma-inc.net/products/Faculty_Salaries/index.shtml

- College and University Personnel Association (CUPA).

Report Titles: 1999–2000 National Faculty Salary Survey—Private (Fee Required)
1999–2000 National Faculty Salary Survey—Public (Fee Required)
www.cupahr.org/cbsurvey/compbene.htm

- Oklahoma State University Faculty Salary Survey By Discipline

Report Title: Oklahoma State University. Faculty Salary Survey By Discipline (Fee Required)
National Association of State Universities and Land Grant Colleges
Call (405) 744-6897, they will fax order forms

- Texas Community College Teachers Association

Report Title: Survey of Faculty Salaries – Texas Public Community Colleges – 2000-2001
Published in the *TCCTA Messenger*, December 2000.
1999-2000 data available at: www.tccta.org/publications.html

While all seven organizations provide useful data, little information is available concerning compensation for instructional overloads and summer employment. To gain additional data concerning overload and summer compensation in Texas, a compensation survey was mailed to 58 chief academic officers.

Survey Instrument

The two page survey instrument requested information on the following institutional characteristics and compensation policies:

Characteristics

a) control and level of institution
b) fall 2000 headcount enrollment
c) number of full-time instructional faculty (fall 2000)

Compensation for Summer Employment

a) uniform policy?
b) calculation method
c) when considering workload, are graduate and undergraduate courses equal?
d) anticipate change during next year?

Compensation for Instructional Overloads

a) uniform policy?
b) calculation method
c) anticipate change during next year?

Survey Method

Using a systematic sampling procedure, fifty-eight institutions of higher education were selected for study. A list of institutions by Carnegie classifications served as the sampling frame. Survey instruments and personalized letters were sent to each institution's chief academic officer. Chief academic officers were identified by a list provided by the Texas Higher Education Coordinating Board (public institutions) and the Higher Education Program Directory (private institutions).

Survey Results – Summer Compensation

Responses were received from 42 colleges and universities. Response rates by institutional category are presented below.

| *Institutional Category* | *# Returned* | *Response Rate* |
|---|---|---|
| Public Seniors | 10 | 71% |
| Private Seniors | 13 | 72% |
| Junior/Community Colleges | 19 | 73% |
| TOTAL | 42 | 72% |

Compensation for Summer Employment

Only two respondents (one senior-level and one community college) indicated that their institution did not have a uniform policy guiding summer compensation amounts.

Methods employed for calculating summer faculty compensation differed across institutional types. Clearly, Texas senior-level institutions favor compensating summer instructional duties by using a formula based upon a percentage of the faculty member's 9-month salary. Responses from all public senior-level institutions indicating uniform policies are presented below.

Public Seniors n=9;

| *Compensation Method* | *Percentage Amount* |
|---|---|
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.3% per 3 SCH course |
| Percent of 9 month | 8.5% per 3 SCH course |
| Percent of 9 month | 11.1% per 3 SCH course |

Texas private senior-level institutions are less homogeneous regarding summer compensation policies. Course stipends are the most common form of compensation. Responses from all private senior-level institutions indicating uniform policies are presented below.

Private Seniors, n=13

| *Compensation Method* | *Percentage Amount* |
|---|---|
| Stipend | $1800 - $2000 per 3 hr. course |
| Stipend | $3,065 |
| Stipend | $1,800 base, plus $90 per student over 6 |
| Stipend | $1100 - $1325 depending upon faculty rank |
| Stipend | $1600-$2000 depending upon faculty rank |
| Stipend | $2200-$2500 depending upon course level |
| Stipend | $2200-$3000 depending upon course level |
| Percent of 9 month | 10% per course |
| Percent of 9 month | 12.5% per course |
| Other | combination of % of 9-month and # of students; max $4200 per course |
| Other | Varies by school and course level; range $2462 - $3690 |
| Other | 75% of individual student tuition cost up tp a maximum of 12 students |
| Other | 1/2 monthly salary per course |

Texas junior and community colleges primarily compensate using stipends. Responses from all junior and community colleges are presented below.

Junior and Community Colleges, n=18

| *Compensation Method* | *Percentage Amount* |
|---|---|
| stipend | $1550-1850 |
| stipend | $1,973 |
| stipend | $1,500 |
| stipend | $1,200 |
| stipend | $1,065 |
| stipend | $1,050, $1100, or $1350 depending on location |
| stipend | $550-$707 per credit hour |
| stipend | $1005 (master's), $1080 (doctoral) |
| stipend | $450 per teaching hour |
| stipend | schedule based upon degree level and experience |
| stipend | $974 - $1461 depending upon academic qualifications |
| stipend | $1432 per course |

| | |
|---|---|
| stipend | $350 credit hour |
| Percent of 9 month | same monthly salary as 9-month contract, full-time |
| Percent of 9 month | Missing Data |
| Percent of 9 month | Missing Data |
| Percent of 9 month | 100% possible for 3 months (12 hrs) |
| other | $2000 - $3500, based upon degree and experience |

Summer Compensation Policy Changes

Six out of the 42 respondents indicated that they anticipated future (next year)changes in their summer compensation policies. The four private senior-level institutions and two community colleges indicated a desire to INCREASE faculty compensation.

Instructional Overload Compensation

Clearly, course stipends are the predominant instructional overload compensation method employed in Texas. Responses from each institution, grouped by category are presented below.

Public Seniors, n=10

| *Compensation Method* | *Amount* |
|---|---|
| Stipend | $1,500 |
| Stipend | $2,000 |
| Stipend | $2,000 |
| Stipend | $2,050 |
| Stipend | $2000 - $2500 |
| Stipend | equal to departmental adjunct pay |
| Stipend | varies according to faculty rank and SCH |
| Other | varies by discipline, course size, and funds available |
| no overloads | |
| Missing | generally not compensated |

Private Seniors, n=13

| *Compensation Method* | *Amount* |
|---|---|
| Stipend | $2,265 |
| Stipend | $1,800, but varies upward in high demand areas |
| Stipend | $1800 - $2000 |
| Stipend | $2200-$2500 depending upon course level |
| Stipend | $2200-$3000 depending upon course level |
| Stipend | range $1100 - $1325 depending upon faculty rank |

| | |
|---|---|
| Stipend | range $2000-$2400 depending upon faculty rank |
| Percent of 9 month | 12.5% per course |
| Other | varies across campus |
| Other | varies by school and course level; range $2217-$2951 |
| no overloads | |
| no compensation | course reduction during following semester |
| no compensation | course reduction during following semester |

Junior and Community Colleges, n=19

| *Compensation Method* | *Amount* |
|---|---|
| Stipend | $1,065 |
| Stipend | $1,200 |
| Stipend | $1,200 |
| Stipend | $1,350 |
| Stipend | $1,500 |
| Stipend | $1,973 |
| Stipend | $1,050, $1100, or $1350 depending on location |
| Stipend | $1005 (master's), $1080 (doctoral) |
| Stipend | $1432 per course |
| Stipend | $350 credit hour |
| Stipend | $450 per teaching hour |
| Stipend | $472 per semester credit hour |
| Stipend | $550-$707 per credit hour |
| Stipend | $974 - $1461 depending upon academic qualifications |
| Stipend | schedule based upon degree level and experience |
| Stipend | $1350 -$1800, based upon degree and experience |
| Other | $30 per lecture contact hour, $20 per lab contact hour |
| Other | depends upon clock hours and experience |
| Other | formula based upon number of class hours and contact hours |

Instructional Overload Compensation Change

Six out of the 42 respondents indicated that they anticipated future (next year)changes in their summer compensation policies. The two private senior-level institutions and three community colleges indicated a desire to INCREASE faculty compensation. One community college indicated a change was likely-to standardize amounts across campuses-but the net result was unknown.